

# CH Civil + Human Rights R♥ and Equity Department

COMMISSION ON CIVIL RIGHTS

April 2023





# Commission Support

- Commission on Civil Rights
- Commission on the Status of Women
- Human Relations Commission
  - Transgender Advisory Council
- Reparations Advisory Commission



# Community Engagement and Outreach

- Faith-Based Unity Events
- Community Diversity Events
- Discrimination/Bias Awareness Training
- Hate Crime Prevention
- Discrimination Enforcement Outreach

# Discrimination Enforcement

Addressing discrimination in private commerce, education, employment, and housing



# Equity and Empowerment

- Policy Equity Lens
- Upward Mobility Programming
- RENEW Task Force
- Office of Racial Equity
  - L.A. REPAIR Participatory Budgeting
  - Peace and Healing Centers

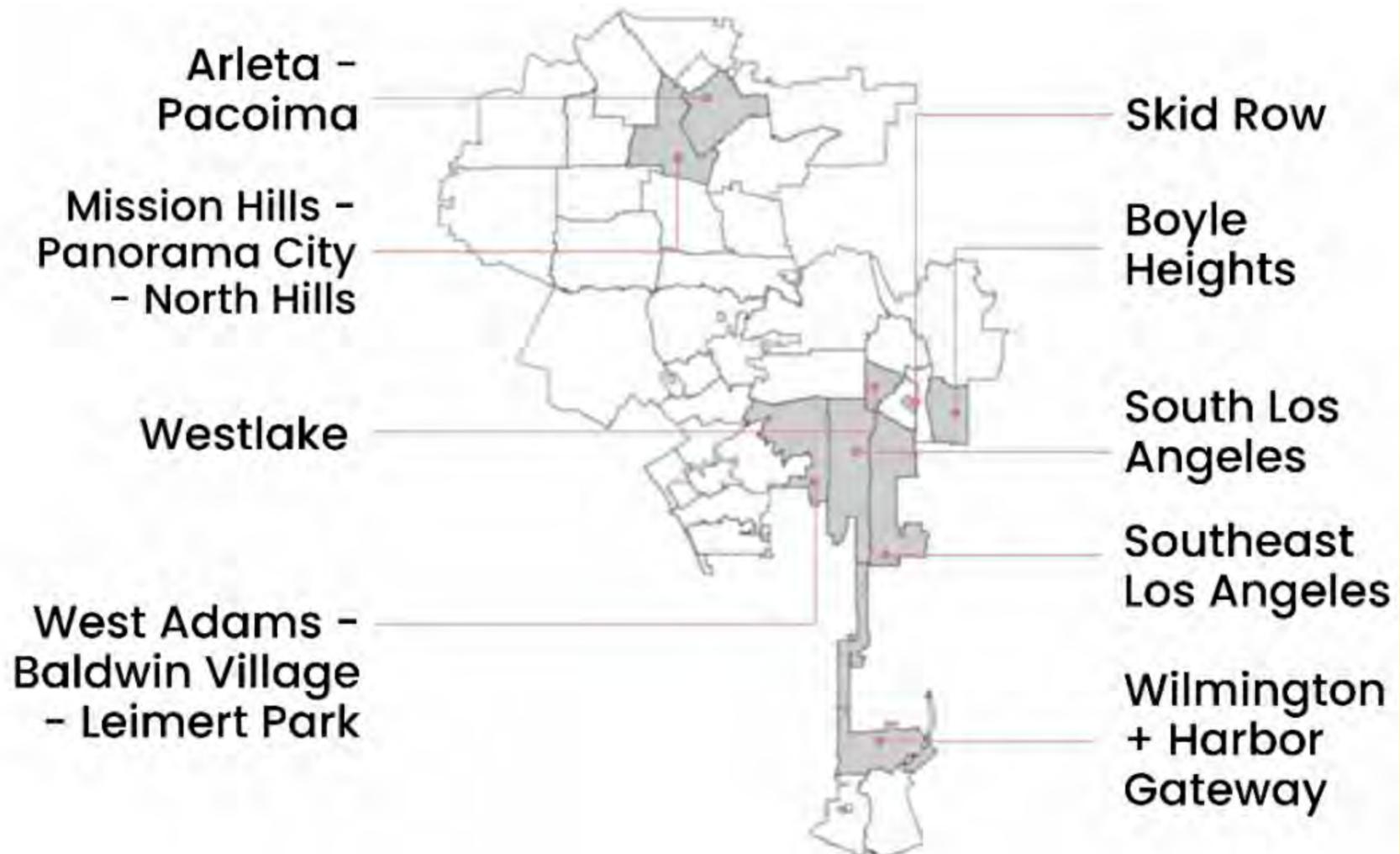


# L.A. REPAIR

## Innovation Fund

*L.A.'s First Participatory Budgeting Pilot*

### REPAIR ZONES



The Los Angeles Reforms for Equity and Public Acknowledgment of Institutional Racism (L.A. REPAIR) is L.A.'s first participatory budget pilot program. Participatory budgeting is a democratic process in which community members decide how to spend part of a public budget. L.A. REPAIR will distribute roughly \$8.5 million directly to nine undeserved L.A. City neighborhoods, called REPAIR Zones.



*Learn more at: [repair.lacity.org](https://repair.lacity.org)*

Voting is  
open until  
April 30.

**Vote today!**



La votación está  
abierta hasta  
el 30 de abril.

**!Voté hoy!**

Boyle Heights • Southeast LA  
Mission Hills – Panorama City – North Hills

# P & H

PEACE & HEALING CENTERS

The Peace & Healing Centers program, funded through the City of Los Angeles' Reforms for Equity and Public Acknowledgement of Institutional Racism (REPAIR) Innovation Fund, will partner with local organizations to fund community spaces for environmental, economic, and social healing.

## \$2 Million

For Peace & Healing Centers in nine historically excluded and marginalized communities.

### LOCATIONS:

1. CENTRAL CITY NEIGHBORHOOD PARTNERS
2. VOLUNTEERS OF AMERICA LA
3. PROYECTO PASTORAL
4. PARA LOS NIÑOS
5. EL NIDO FAMILY CENTER - Pacoima
6. EL NIDO FAMILY CENTER - Panaroma City
7. CREATING JUSTICE LA
8. BRYANT TEMPLE AME
9. YMCA METRO LA

### Goals of Peace & Healing Centers



Build Stronger Communities



Improve Trust in Government



Support  
Community Organizations



Strengthen City-Community  
Relationships





# Discrimination Enforcement

LA Civil Rights has quasi-judicial authority to address the long-standing discrimination impacting underserved communities which denies equal treatment in private commerce, education, employment, and housing.





# Discrimination Enforcement Areas

The City of Los Angeles Ordinance 186084, Section 51.05 allows any person whose rights are violated as described in Section 51.03 to file a complaint. LA Civil Rights has authority over complaints involving actual or perceived:

## Commerce

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

## Education

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

## Employment

- Employment Status
- Primary Language
- Source of Income

## Housing

- Citizenship Status
- Employment Status
- Primary Language

State law controls the enforcement of housing and employment violations for certain protected classes. For housing and employment violations involving these protected classes, LA Civil Rights will refer violations to the appropriate agency, including the City Attorney, District Attorney, State of California Civil Rights Department, Attorney General, or a legal aid group. LA Civil Rights will only provide referrals when superseded by state or federal law. When LA Civil Rights has authority, complainants have the option to go through an investigation and hearing process or proceed on their own in state court.

# Complaint Process Summary

## Intake & Investigation Process

- LA Civil Rights receives and reviews the intake form.
- If the criteria is met, move to investigation. If not, a referral will be provided.
- During the investigation process, LA Civil Rights collects additional information and has the authority to issue subpoenas as needed.
- If discriminatory practices are founded, the General Manager will issue a Notice of Violation.
- The Notice of Violation outlines the discriminatory practices and includes monetary penalties and corrective actions.

## Settlement & Mediation Options

- Mediation with an outside entity is an available option at any period during the process.
- The General Manager may enter into a settlement agreement with the Respondent at any time, subject to the approval of the Commission.
- Filing a discrimination complaint with LA Civil Rights does not preclude pursuing any other available remedies.

## Hearing Process

- Whenever a person receives a Notice of Violation, that person or company may seek an administrative hearing within 15 days of the date of the Notice of Violation.
- An independent Hearing Officer reviews the evidence and makes a ruling.

## Appeal Process

- The Respondent or General Manager may appeal the ruling of the Hearing Officer to the Commission on Civil Rights with 15 calendar days from the date of service of the administrative ruling.
- The Commission on Civil Rights will review the ruling under an abuse of discretion standard.
- If the Commission on Civil Rights may reject the ruling in whole or in part if it finds that the Hearing Officers' ruling is based on an abuse of discretion.



# Sample of Engagement & Events



# Sample of Engagement & Events



# Upcoming Events



   
CENTRAL CITY NEIGHBORHOOD PARTNERS

## EARTH DAY EVENT

SATURDAY, APRIL 15, 2023

10:00 AM  
TO 2:00PM

501 S  
BIXEL ST,  
LOS  
ANGELES,  
CA 90017

- RESOURCE FAIR
- LEARNING ACTIVITIES
- FACE PAINTING
- PRIZES AND MUCH MORE



 (213) 482-8618   @LACCNP  @CentralCityNeighborhoodPartners

   In Partnership With  Los Angeles Department of Water & Power  PEACE & HEALING CENTERS



 LA Civil Rights



## REPARATIONS ADVISORY COMMISSION

INVITES YOU TO OUR SPRING  
**COMMUNITY EVENT**

**Saturday, 4/22 | 11AM at CAAM**  
California African American Museum

**RSVP at [bit.ly/ReparationsatCAAM](https://bit.ly/ReparationsatCAAM)**

**Located at the corner of Figueroa St. and Exposition Blvd.**  
(600 State Drive, Exposition Park, Los Angeles, CA 90037)

Public transit and rideshare are encouraged.  
Parking in Exposition Park is available for \$15,  
and the entrance is at 39th and Figueroa streets.

The City of Los Angeles will provide reasonable accommodations to ensure equal access to its programs, services and facilities for people with disabilities. To make a request for this event or for more information, please call 213-978-1845, or email [lacr-reparations@lacity.org](mailto:lacr-reparations@lacity.org), or [civilandhumanrights@lacity.org](mailto:civilandhumanrights@lacity.org).

# LA FOR ALL

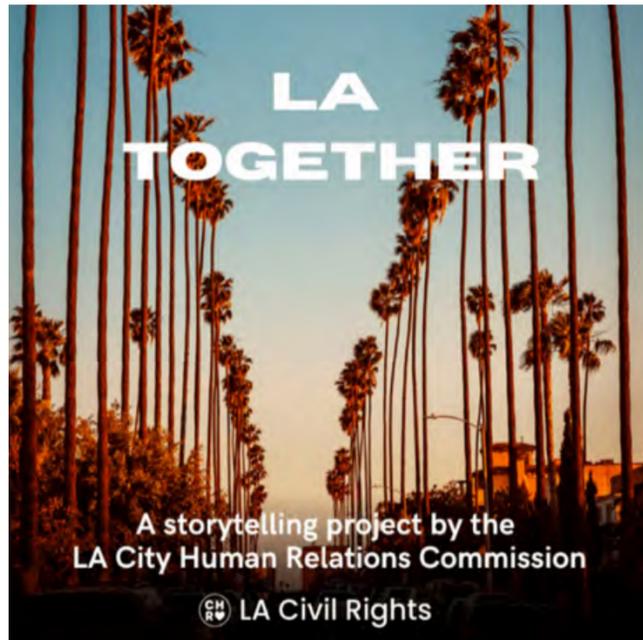


# Connect With LA Civil Rights

@lacivilrights   

Civil & Human Rights Department of Los Angeles 

Civil + Human Rights and Equity Department 



 Listen on  
**Apple Podcasts**

 **Spotify**



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[www.civilandhumanrights.lacity.org](http://www.civilandhumanrights.lacity.org)